



EMPLOYMENT TRIBUNALS

Claimant: Maryam Mobayen

Respondent: Fairbanks Traditional Fish & Chips Limited

Heard at: Bristol (by CVP) **On:** 05 June 2026

Before: Employment Judge Gray-Jones

Representation

Claimant: In person

Respondent: M Oliver Dixon, Counsel

JUDGMENT

1. The Respondent's application under Rule 21 of the Employment Tribunal Procedure Rules 2024 ("the ET Rules") for permission to submit a response out of time is refused.
2. The Respondent's application to adjourn the hearing is refused.
3. The Respondent having failed to submit a response to the claim the Tribunal finds that the complaints of unfair dismissal, direct discrimination because of the protected characteristic of marriage/civil partnership and unauthorised deductions from wages are well-founded and succeed under Rule 22 of the ET Rules.
4. Having heard evidence from the Claimant the Tribunal orders that the Respondent pay the following sums to the Claimant:
 - 1) A basic award of **£3600**;
 - 2) The sum of **£325.47** in respect of unauthorised deductions from wages on 23/05/2025 and 30/05/2025;
 - 3) The sum of **£10412.13** as compensation for financial loss arising from less favourable treatment because of marriage/civil partnership. This sum also covers the compensatory award in the unfair dismissal claim, in respect of which no separate award is made.

- 4) An award of **£12,500** for injury to feelings;
- 5) Interest on the discrimination awards under the Employment Tribunals (Interest on Awards in Discrimination Cases) Regulations 1996. In the injury to feelings award interest is awarded at the rate of 8% per annum from 02 June 2025 until 05 June 2026 (368 days at a daily rate of £2.74): **£1008.32**. Interest at the same rate is awarded in respect of the award for financial loss from 02 December 2025 until 05 June 2026 (185 days at a daily rate of £2.28): **£421.80**. Total award of interest: **£1430.12**.
- 6) The total award is therefore: **£28,267.72**.

**Approved by
Employment Judge D Gray-Jones
Date: 17 June 2026**

JUDGMENT SENT TO THE PARTIES ON
30 July 2026

Jade Lobb
FOR THE TRIBUNAL OFFICE